

A Declaration of Inclusion

We, the Selectboard of the Town of Springfield, make this Declaration of Inclusion on behalf of the citizens of the Town of Springfield.

Whereas, we regard Springfield as a community in which every member can be proud of being included;

Whereas, we welcome all people of varying backgrounds and life experiences to Springfield;

Whereas, we want everyone to feel welcome and safe in our community;

Whereas, the Town of Springfield continues to be a place where individuals can express their opinions freely and safely;

Whereas, we recognize current residents' continual efforts to strengthen our community during economic and health-related hardships;

Whereas, the state of Vermont has declared racism a public health crisis; and

Whereas, we welcome new residents to join us as we are investing in our community and our economy;

We commit to the following:

By welcoming all persons regardless of race, ethnicity, national origin, color, religion, sex, sexual orientation, gender identity or expression, age, and disability;

By treating everyone in our community fairly and equitably;

By ensuring equitable access to town resources, positions of governance, educational opportunities and business community;

We reflect these commitments in our actions, policies and operating procedures.

We commit to the creation of a joint Selectboard-Community committee to develop implementation strategies for this Declaration of Inclusion, to be convened with a target date of April 30, 2022.

Enacted by the Springfield Selectboard on January 24, 2022.